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17

# Accomplishments In 2017

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# New Technology

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**In an effort to enhance public trust, and both officer and citizen accountability, the DPD completed implementation of its body camera program in September. All sworn DPD officers (captain and below) are equipped with cameras.**

A total of 470 cameras were deployed in 2017. More than 122,000 videos were recorded, with an average length of more than nine minutes each.

DPD held six public forums in 2015 to give residents an opportunity to speak to police leadership about the cameras. Police staff documented all questions and produced a Q&A document to accompany the draft policy. Residents were allowed to provide comments about the body-worn camera policy. A policy was developed and put into place following the testing phase and only after receiving public input and departmental feedback.



# New Technology

2

**DPD introduced its reality-based simulator in January. The new system uses video, laser and programming to train officers on de-escalation and decision making during and after a confrontation.**



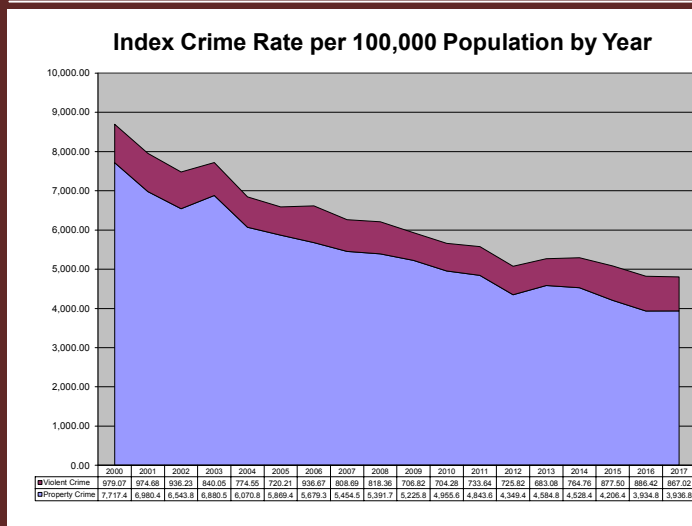
The portable simulator is a teaching tool that provides insight to the stress and challenges that officers and department leaders face before, during and after critical incidents. The system offers approximately 750 different training scenarios with more than 3,000 choices of outcomes.

In addition to helping officers make sound decisions during high stress incidents, the simulator strengthens officers' communication skills in stressful situations and enhances officer articulation of the level of force used and "why" the particular level of force was employed.

# Crime-Fighting

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**2017 crime-fighting strategies included partnerships and strategic personnel placement.**



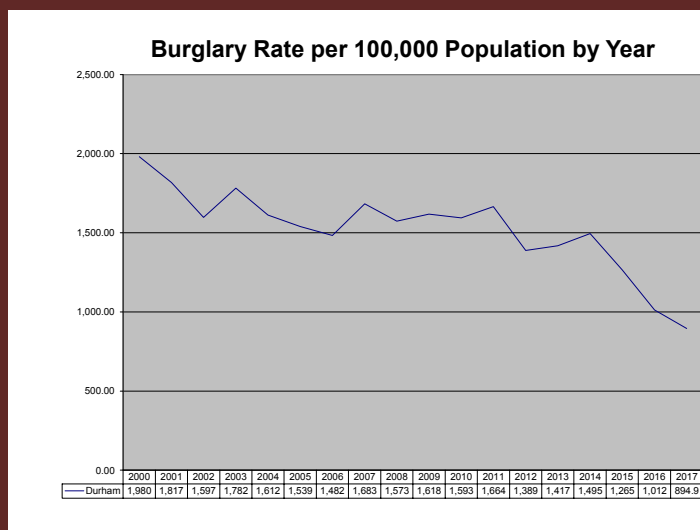
The DPD worked closely with our federal partners at the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) to combat violent gun crimes. In 2017, the ATF took 84 Durham cases with 95 defendants for federal prosecution. The types of cases prosecuted included armed career criminals, armed drug trafficking, armed robbery of commercial businesses, armed carjackings, felons in possession of firearms/ammunition, firearms trafficking, using firearms during and in relation to crimes of violence and drug trafficking offenses. The DPD Robbery Unit, which focuses on commercial robberies and robberies involving firearms, handled 640 cases in 2017. Investigators made numerous arrests of people charged with robbing multiple businesses.

Durham had 21 homicides in 2017, a 50 percent reduction from 2016, and the fewest homicides per capita in the city since 2006.

# Crime-Fighting

3

**2017 crime-fighting strategies included partnerships and strategic personnel placement.**



Reported burglaries continued a downward trend in 2017, with numbers less than half of what they were in 2000 (per capita), and down 40 percent in the last three years. The DPD Residential Awareness Program (RAP), where the agency concentrates efforts on areas that experience two or more residential burglaries within 400 feet and two weeks of one another, has positively contributed to this outcome. Other community efforts that have affected burglary numbers are the department's Neighborhood Watch program, and the Nextdoor private social networking platform for neighborhoods.

# Reorganization



4

**To continue to emphasize community policing as a department strategy, DPD resumed its first phase of reorganization in 2017, addressing areas that require adjustment in order to meet demands.**

The newly formed Special Projects and Logistics Division continued to supply slide squads, units that act as supplemental patrol teams to fill gaps with Uniform Patrol where calls for service assistance is needed.

District 5, which covers an important footprint in the downtown area, was transformed into the new Special Services Division in late 2016. The department consolidated four low-staffed uniform patrol squads with three bike squads to form a 24/7 bike patrol, which offers better coverage for downtown residents, businesses and visitors. Four new corporal positions were created to assist in the operation of the new squads. The Special Services Division includes Traffic Services; K9; motorcycle, bike, and patrol units; and investigators.

A robbery task force, formed in early November 2016 to focus on robberies and aggravated assaults, was transformed into the Robbery Unit in 2017, which operates under the Criminal Investigations Division. The Robbery Unit has been effective, charging a high number of suspects with multiple crimes.

## Recruiting & Training

5



**The cornerstone of the Durham Police Department is training. DPD is dedicated to hiring and training officers who represent the best the law enforcement profession has to offer.**

The Recruiting Unit participated in more than 75 job fairs throughout the country in 2017. Reaping benefits perhaps from the implementation of a \$5,000 hiring bonus in late 2016, 290 applicants were tested for entry into the department's Basic Law Enforcement Training (BLET) academies — a 15 percent increase from 2016. Twenty-nine new officers were added to the force through two BLET academies. DPD added six officers through the department's first Advanced Law Enforcement Training academy in five years.

DPD officers participated in mandatory training in areas such as Procedural Justice, Ethics, Mental Health First Aid, and the new Reality-based Decision Simulator.

# Transcending Borders

6

**Four Durham police officers were part of a 17-member delegation who went to Mexico for a week in September as part of Go Global NC's Latino Initiative.**

Captains Daniel Edwards and David Addison, and Lieutenants Melissa Bishop and Mark Morais began the Go Global program in Mexico City where they learned about Mexican history, art, and culture. The group also stayed with families in Guanajuato, a state northeast of Mexico City where they met residents and learned about their community. Since the trip to Mexico, Durham officers, in conjunction with DPD's Hispanic Liaison Officer, have been meeting with Pilar Rocha-Goldberg at El Centro to form action plans to implement in their districts. They plan to have officers meet with various Mexican families to learn more about their stories and why they came to Durham. They also hope to initiate children's programs for Latino youth and meet regularly with Latino residents.





# Transcending Borders

7

**Durham police leadership hosted international leaders from Ireland and China in 2017.**



In May DPD's LGBTQ Liaison Officer and officers from the Community Services Division hosted 10 senior leaders and policy makers from Ireland and Northern Ireland as part of an initiative called "Advocating for Human and Civil Rights for the LGBTQ Community." The group spent two weeks in the U.S. meeting with organizations to share ideas and best practices around supporting and engaging the LGBTQ community.

In November Chief C.J. Davis and the Executive Command Staff hosted a six-member delegation from Zhuzhou, China — Durham's sister city. DPD staff informed the Zhuzhou government leaders about DPD operations and management, and new department initiatives.

# National Night Out

8



**On August 1, more than 100 Durham neighborhoods and groups joined 38 million people in more than 16,000 communities worldwide in observing the 34th Annual National Night Out (NNO) Against Crime.**

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City and state leaders, DPD officials, partnering public safety agencies and community groups visited neighborhoods holding various NNO celebrations across the city. A focal point of the NNO observance is to highlight successful police-community partnerships. The City of Durham held a Transformation in Ten Celebration in partnership with the Franklin Village community's NNO observance. The event commemorated the achievements of the Mayor's Poverty Reduction Initiative that targets Census Tract 10.01. Highlights included success stories from Durham Mayor William V. "Bill" Bell and other community officials.

# Community Engagement

9

## **DPD initiated more community outreach in McDougald Terrace in 2017 — ‘Lunch in the Mac.’**

District 4 commanders, investigators and officers continued to hold weekly Lunches in the Mac (McDougald Terrace) on Tuesdays throughout 2017 to enhance the relationship between residents and the DPD.

During the lunch conversations, officers and residents talked about crime, social media, rumors, ideas to make the complex safer and how to incorporate more activities for children.

Officers also said they learned about unreported armed robberies and children riding bikes up and down the street without helmets.

Captain Daniel Edwards said he learned residents’ faces, names and that they ultimately want peace in their community.



# Engaging Youth

10



## DPD Youth Empowerment Day — 'Oh Snap! Let's Chat'

"OH Snap! Let's Chat, A Youth Empowerment Day," sponsored by the Durham (NC) Chapter of The Links, Incorporated and the Durham Police Department was held on May 6 at DPD Headquarters. The free youth symposium was designed for children ages 12-17. Youth in attendance were educated and empowered through creative and participative instruction in four subject areas: anti-gang violence, social media awareness, dress for success and police encounters. Breakfast, lunch and prizes were provided.

# Engaging Youth

11



Social Media Day with PAL took place in November.

DPD's Police Athletic League (PAL) held the final youth soccer games of the season on November 18 at the Holton Career and Resource Center.

The theme for the final day of soccer was "Social Media Day with PAL." DPD invited residents to attend and support the young athletes. Those in attendance were encouraged to use their smart phones to take action photos of the athletes during the games and share the photos on their various social media platforms, including Facebook, Twitter and Instagram – using the hashtag #DurhamPAL.

DPD's 2017 PAL Soccer League consisted of more than 300 elementary school students from 17 Durham schools. Fifteen police officers and four non-sworn employees participated in PAL soccer as coaches or support staff.

# Working with Residents

12

## **DPD observed National Gun Violence Awareness Day on June 2.**

To show support, the DPD headquarters building was illuminated with orange lighting during the evening and employees wore orange clothing and wristbands throughout the day. A ceremony was held for residents to show solidarity against gun violence.



13

## **In January DPD implemented the Police 2 Citizen Website.**

The new Police to Citizen (P2C) online service allows people to enter incident reports, perform simple searches and retrieve, download and print certain reports. People can use the site to report larceny, vandalism, fraud/forgery and lost property incidents. More than 500 reports were taken in 2017. The site is located at [p2c.durhampolice.com](http://p2c.durhampolice.com).



# Community Policing

14

**The Durham Police Department held its annual six-week Citizens Police Academy during the third quarter of 2017.**

Twenty-two participants graduated from the program on October 5. The Citizens Police Academy offers residents first-hand knowledge and insights into the “hows” and “whys” of Durham Police Department operations and services. Established in the mid-1980s, DPD’s Citizens Police Academy is designed to help promote the department’s philosophy of community-oriented policing. Essentially community oriented-policing signifies law enforcement and residents working in harmony to identify and address safety problems and related quality of life issues.



# Homeless Outreach

15

## **DPD's Crisis Intervention Team handed 'Empowerment Coats' to the homeless on January 6.**

Empowerment Coats are heavy duty sleeping bags that convert into a winter coat. Officers also participated in the Point in Time homeless count and the Bull City Fresh Start Initiative.

As part of the Point in Time count, teams of volunteers went out into the community to meet homeless individuals where they live. Volunteers approached people who appeared homeless and surveyed them. Homeless persons identified by the street count were offered access to a shelter, provided donated items, and a list of available resources in the community. The Bull City Fresh Start Initiative is a collaborative effort involving the DPD, City of Durham's Department of Community Development, Healing with CAARE Inc., and other stakeholders within the community. The initiative targets Durham's homeless population with the goal of locating them, offering assistance, and providing them with supplies and housing options.





# EAGLE Awards

**16** The department implemented the EAGLE Awards program in March to recognize marks of excellence among women members of its workforce and law enforcement partners.

The DPD Women's History Month awards honored the exemplary achievements of women employees and members of the



general public who advance the ideals of public safety; enhance the department's organizational culture; and/or forged new paths as pioneers in the profession.

Award recipients included: Sister-in-Law Commendations – Lt. Denise Campbell and Kisha Ethridge, Grants Manager; Crime Fighter Commendation – Officer Karina Ramos-Disla; Female Civilian Employee of the Year – PSN Coordinator Jennifer Snyder; Female Civilian Administrator of the Year – FSU Supervisor Alison Hutchens; Rookie of the Year Commendation – Officer Emily Keefer; Trailblazer Awards – Former Chief Teresa Chambers; Retired Deputy Chief Beverly "B.J." Council; Retired Major Glenda Beard ; Officer Pamela Shackleford; Retired Officer Margie "Jinx" Pulley; Former Capt. Alana Ennis; Lt. Shari Montgomery; Retired Latent Print Examiner Rebecca Waller; Retired Cpl. Jolanda Clayton; Firearms Examiner Donna Jackson; Former Officer Phyllis Thomas-Thorpe.

## More Social Media

17

**DPD increased its social media footprint in January with the launch of an Instagram site.**

Residents can connect with DPD on Instagram at “durhampolicedepartmentnc.”

One of the department’s goals is to utilize social media as an effective tool to interact with residents and share valuable information.

DPD uses Instagram to share unique photos and videos of officers and staff at community events, interacting in neighborhoods, behind the scenes at the department, and many other occasions.

The department’s Facebook and Twitter social media accounts will continue to be used for every day communications, alerts, advisories, crime prevention tips, wanted subjects, and more. DPD also utilizes Nextdoor for neighborhood alerts and crime information.

DPD’s social media following is steadily increasing. The department’s Facebook page saw a 23 percent increase in followers in 2017, maintaining its distinction as the most followed social media site of any Durham city or county government entity, with nearly 13,000 followers.

